

March 1, 2004

Governor Judy Martz
State Capitol
PO Box 200801
Helena, MT 59620-0801

Dear Governor Martz:

The Interdepartmental Coordinating Committee for Women (ICCW) researched equal employment opportunity data concerning positions of women (Pay Plan and Grade) and pay for comparable work in state government. We know that your administration supports and encourages the participation of women in state government. In fact, you are a role model for how women can achieve their goals.

Members of ICCW have done a historical analysis of the state government's statistics on women's employment and salary data. We are presenting these statistics to you in the enclosed report. The statistics show:

- The salary gap between women and men greatly increases as the state changes from the classified pay plan 60 to the performance based pay plan 20. For example, women in pay plan 60 average about \$4,000 less than men while in pay plan 20 women average about \$7,000 less than men.
- There are more male employees in pay plan 20. Pay plan 60 has 29% males and pay plan 20 has 67% males.
- There are a greater percentage of males in the higher pay ranges of both pay plans.

We are asking that you distribute this information to the cabinet members to distribute to their human resource staff with an encouragement for each agency to look at their hiring and promotion practices. If further analysis of the State Employee Profile Report is done, this baseline information can be used as a benchmark to track the equity in the State of Montana work force.

Thank you for your support of equal employment opportunities and pay for women.

Sincerely,

Christi Moyer
ICCW, Chair

Enclosure

ICCW Measures Subcommittee Informational Report 2002-2003

INTRODUCTION

The Measures subcommittee of the State Interdepartmental Coordinating Committee for Women (ICCW) was formed to determine the status of women in state government in effort to create and support a rich, diverse culture for employees. Over the last year, this committee set out to examine the status of women in state government. The measures examined were: position of women (pay plan and grade) and pay for comparable work.

This data, along with the data collected from State Equal Employment Opportunity (EEO) reports by the 2001-2002 Measures subcommittee should provide a baseline if future comparisons are to be done.

METHODOLOGY

Data was gathered from the 2002 State Employee Profileⁱ produced by the State of Montana, Department of Administration, State Personnel Division. The Employee Profile is the EEO report to Governor.

The Employee Profile covers a period from January 1, 2002 to December 31, 2002 for reports showing new hires, transfers, terminations and leave taken for vacation, sick and compensatory time. Other reports are a snapshot of the workforce as of January 16, 2003.

The State of Montana utilizes many pay plans to organize and compensate State employees. A majority of state employees are in Pay Plans 20 (Broadband) and 60 (Statewide Classified), which are the primary focus of this report.

LIMITATIONS

The hierarchy of pay plan 20 (market based salaries) and pay plan 60 (job based, statewide classification) are different in how salaries are determined. The group faced challenges in comparing the same job classifications and salaries in both pay plans due to these differences. A conversion chart from the State Personnel Division was used to compare one complexity level in pay plan 20 to several grades in pay plan 60ⁱⁱ. Due to these discrepancies not all grades or bands were used. This ICCW report is a summary of gender-based data from the Employee Profile, for greater detail please refer to the Employee Profile dated January 16, 2003.

FINDINGS FROM THE STATE OF MONTANA EMPLOYEE PROFILE

Permanent/Full Time Employees – Pay Plans 20 and 60

- ❖ Pay plan 20 consists of **67%** (3244) male, and **33%** (1572) female employees.ⁱⁱⁱ
- ❖ Pay plan 60 consists of **29%** (1458) male, and **71%** (3538) female employees.^{iv}
- The average annual salary in pay plan 20 is \$36,170 overall, \$31,449 for women, and \$38,458 for men. **The gap for pay plan 20 between gender is \$7,009.**
- The average annual salary in pay plan 60 is \$29,531 overall, \$28,162 for women, and \$32,852 for men. **The gap for pay plan 60 between gender is \$4,690.**
- In pay plan 20, 781 or **50%** of the women, and 909 or **28%** of the men, are classified in Grades 1 through 4.
- In pay plan 60, 1528 or **43%** of the women, and 464 or **32%** of the men, are classified in grades 5-11.
- ✓ There are 415 men and 1093 women in the “Lower Level.” (Pay plan 20, grade 2, and pay plan 60, grades 6 through 9).^v
- ✓ There are 1461 men and 1830 women in the “Mid Level.” (Pay plan 20, grade 5 and pay plan 60, grades 12 through 15)
- ✓ There are 2.2 men, or 782 men and 362 women, for every one woman in a “High Level” position. (Pay plan 20, grade 7 or higher and pay plan 60, grade 17 or higher)

Permanent/Full Time Employees - All Pay Plans – EEO Category

- ❖ In the Officials/Administrators EEO category there are **65%** (625) men compared with **35%** (339) women in all pay plans.^{vi}
- ❖ In the Professionals EEO category there are approximately equal number of men and women in all pay plans.
- ❖ In the Office/Clerical EEO category there are **90%** (644) women compared with **10%** (72) men in all pay plans.

All Employees – Pay Plans 20 and 60 – EEO Category

- ❖ Of the 276 employees in the Officials and Administrators EEO category in pay plan 20, 222 or **80%** are male employees, but represent only **66%** (3,456) of the total employees. The males earn an average of \$3,849 per year more than their female counterparts in the same positions.^{vii}
- ❖ Of the 424 employees in the Officials and Administrators EEO category in pay plan 60, 220 or **52%** are male employees, but represent only **30%** (1,586) of the total employees. The males earn an average of \$3,522 per year more than their female counterparts in the same positions.^{viii}
- ✓ The males in the professionals EEO category in pay plan 20 earn an average of \$4,481 per year more than their female counterparts in the same category.
- ✓ The males in the professionals EEO category in pay plan 60 earn an average of \$1,990 per year more than their female counterparts in the same category.

OBSERVATIONS

The salary gap between women and men greatly increases in favor of men as the state changes from the classified pay plan 60 to the performance based pay plan 20. There are more male employees in pay plan 20. There are a greater percentage of males in the higher pay ranges of both pay plans. More women are in lower levels in both pay plan 20 and pay plan 60. There is a discrepancy in pay for men and women at the same grade.

HISTORY

As part of the project, this committee originally gathered data from the historical EEO reports showing how women rank in numbers, salaries and grades, please see the attached charts with these rankings since 1985.

ⁱ State of Montana, Department of Administration, State Personnel Division. "Employee Profile." January 15, 2003. (Copies available at: <http://discoveringmontana.com/doa/spd/Resources/employeeprofile.doc>)

ⁱⁱ <http://state.mt.us/doa/spd/Compensation/classification.asp>

ⁱⁱⁱ Employee Profile, page 22

^{iv} Employee Profile, page 23

^v Employee Profile, page 22,23

^{vi} Employee Profile, page 15

^{vii} Employee Profile, page 17

^{viii} Employee Profile, page 18